



# And

## Invite you to The North Central Wisconsin LABOR LAW CLINIC!



► July 14, 2010  
► 8:30 a.m. - 3:30 p.m.

► Stoney Creek Inn  
► Rothschild, WI

Program	8:30 a.m. - KICKOFF
	8:45 a.m. - <b><u>"Defining Misconduct Under Wisconsin's Unemployment Insurance Law"</u></b> <i>Laura Parker</i>
	10:00 a.m. - Break
	10:15 a.m. - <b><u>"You Be the UI Judge"</u></b> <i>Charlie Schaefer</i>
	11:45 a.m. - Lunch (Included in registration fee)
	12:30 p.m. - <b><u>"An Overview of Wisconsin's Labor Standards Laws"</u></b> <i>Kim McPeak</i>
	1:45 p.m. - Break
	2:00 p.m. - <b><u>"Workplace Harassment"</u></b> <i>Monica Erdmann</i>
	3:15 p.m. - <i>Wrap-up, adjournment</i>
Time	Doors open at 8:00 a.m. Program begins at 8:30 a.m. Lunch is at 11:45 a.m.
Cost	<b>\$77 per person.</b> Substitutions allowed. <b>PRICE INCLUDES:</b> continental breakfast items upon arrival (juice, coffee, and rolls), refreshments at breaks, and lunch; handouts for all presentations on the agenda.
Site	<b>Stoney Creek Inn</b> , 1100 Imperial Ave., Rothschild, WI 54474 Phone (715) 355-6858.
Register	<b>Complete and return the form that appears below.</b> Seating is limited, so early advance registration is recommended. No discounts allowed for multiple reservations, missed meals, etc. <b>Note: Last day for refunds or cancellations is July 9, 2010. Registrations not cancelled by this date shall be subject to full payment of the registration fee.</b> Call (715) 422-4708 if you wish to confirm that your registration was received or to cancel. Please keep all of the above information for future reference and return only the reservation form below.

Enclose full payment if paying by check or money order. Make checks payable to: North Central Wisconsin Workforce Development Board (NCWWDB). Please reserve \_\_\_\_\_ seats at the North Central Wisconsin Labor Law Clinic at \$77.00 each for a total of \$\_\_\_\_\_

Name(s) 1. \_\_\_\_\_ 3. \_\_\_\_\_

2. \_\_\_\_\_ 4. \_\_\_\_\_

Email (s) 1. \_\_\_\_\_ 2. \_\_\_\_\_

3. \_\_\_\_\_ 4. \_\_\_\_\_

Company/firm Name \_\_\_\_\_ Phone: \_\_\_\_\_ Fax: \_\_\_\_\_

St. Address (P.O. Box) \_\_\_\_\_

City \_\_\_\_\_ State \_\_\_\_\_ Zip \_\_\_\_\_

To Register Mail this form to: NCWWDB, 1121 West Grand Ave., Wisconsin Rapids, WI 54495 or fax to (715) 422-4715. Please only use one reservation method.

**Please note: THIS WILL BE THE ONLY LABOR LAW CLINIC IN THE NORTH CENTRAL WISCONSIN WORKFORCE DEVELOPMENT AREA (area 6) IN THE 2010 CALENDAR YEAR.**

## **HERE ARE THE TOPICS TO BE COVERED:**

**8:45 a.m. “Defining Misconduct Under Wisconsin Unemployment Insurance Law”** Provides an overview of the primary issues affecting employee eligibility and employer liability for Unemployment Insurance benefits. Includes a discussion of quits, discharges, offers of work, work available, and how terms such as “able to work” and “available for work” are defined by UI. Offers an opportunity for the audience to ask, and get answers to, questions about how and why UI benefits are paid.

**10:15 a.m. “You Be the UI Judge”** Reviews summaries typical of actual, contested UI cases, allowing the audience members to decide how they would rule if they were the Administrative Law Judge. Covers issues such as discharges, quits, suspensions due to physical restrictions, and other miscellaneous specialty areas. Cases prepared and session led by an experienced UI Administrative Law Judge.

**12:30 p.m. “An Overview of Wisconsin’s Labor Standards Laws”** Focuses on issues relating to overtime, hours of work, wage payment requirements, and minimum wage. Also includes a discussion of child labor. Time permitting, also provides information on topics such as the Business Closing/Mass Layoff Notification law and personnel records.

**2:00 p.m. “Workplace Harassment”** Provides information about harassment under the Wisconsin Fair Employment Law. Includes a discussion of sexual harassment and harassment based on other characteristics such as race, color, national origin, and sexual orientation. Utilizes case law to illustrate concepts, emphasizes the importance of strong company policies prohibiting unlawful harassment, and provides suggestions for handling and investigating complaints.

## **HERE ARE YOUR PRESENTERS:**

**LAURA PARKER** has been with the Unemployment Insurance Division since 2001. She worked as an adjudicator and is currently employed by the Division as a Disputed Claims Analyst. In this capacity, she assists in the development of laws and policies for Unemployment Insurance, trains adjudicators, evaluates decisions using state and federal guidelines, and provides technical assistance on complex claims. She also responds to inquiries from employers, claimants, and the legislature, as well as testifying at Unemployment Insurance appeal hearings. Laura Parker is a 1997 graduate of University of Wisconsin-Green Bay with a BA degree in Human Development and in Public Administration.

**CHARLES SCHAEFER** has been an Administrative Law Judge in the Eau Claire Hearing Office since 1976. As such, he may be familiar to those in the area who have participated in Unemployment Insurance hearings over the years. He graduated from the UW Law School in 1976, where he focused on labor law. He also earned a BA in sociology from the University of Iowa in 1971.

**KIM MCPEAK** is a Labor Standards Investigator with the Bureau of Labor Standards in the Equal Rights Division. She began her career with DWD in 2000 as an Employment and Training Specialist with the Bureau of Job Service and has been working with the Equal Rights Division as a Labor Standards Investigator since 2007. She is a graduate of the University of Wisconsin – La Crosse with a degree in Sociology.

**MONICA ERDMANN** has been employed as an investigator with the Civil Rights Bureau of the Wisconsin Equal Rights Division since 1992. During her employment with the Equal Rights Division, Monica has investigated and worked to resolve numerous complaints dealing with discrimination, the Wisconsin Family and Medical Leave Act and other prohibited actions. She has spoken regarding these issues to employer, employee and student groups since beginning her employment with the Department. Monica works out of the Equal Rights Division field office in Menasha. She is a graduate of UW-Oshkosh with a degree in Sociology.

## **IS THIS YOUR FIRST CLINIC?**

**THIS DAY-LONG CLINIC** will include speakers from the Worker’s Compensation, Equal Rights, and Unemployment Insurance Divisions with detailed information and practical guidance to help employers avoid violating state laws and rules in the topic areas on the Clinic agenda. This educational program contains information that will help employers prepare for state agency hearings and other administrative proceedings, if they become necessary.

**THE WISCONSIN DEPARTMENT OF WORKFORCE DEVELOPMENT** does not discriminate on the basis of disability in the provision of services or in employment. If you need assistance in using this service, please contact us. Deaf, hearing- or speech-impaired callers may reach us through the Wis. Telecommunication Relay System (WisTRS).

**THIS CLINIC IS DESIGNED TO BE OF MOST HELP** to persons needing an initial orientation to these topics or who wish to reconfirm their understanding of the basics. It also is designed for those who have specific questions to ask the speakers about the basic or more complex aspects of the programs.

A schedule of future Labor Law Clinics can be viewed on the Department of Workforce Development website at [dwd.wisconsin.gov/laborlaw/](http://dwd.wisconsin.gov/laborlaw/).